KROHNE

KROHNE Group

SUSTAINABILITY REPORT 2024

Contents

Sustainability is Part of our DNA

Since its founding in 1921, KROHNE has consistently embedded sustainability into its corporate identity. As a family-owned company with deep industrial roots, we recognise our responsibility to contribute meaningfully to a sustainable future. For over a century, we have aligned our actions with long-term environmental and societal well-being, prioritising continuity, reliability, and responsible entrepreneurship across generations.

KROHNE's commitment to sustainability is reflected in its global operations: from maintaining strong corporate governance and promoting health and safety in the workplace to minimising environmental impact and upholding the highest ethical standards. These principles guide all our activities, from the factory floor to strategic decision-making at the executive level.

Driving Sustainable Transformation through Measurement Solutions

Sustainability is not a side initiative, it is at the core of KROHNE's business. As a leading global manufacturer of industrial process instrumentation, we empower our customers in the process industry to reduce their resource consumption, optimise energy use, and manage emissions across their value chains.

Our flow, level, pressure, and analytical measurement technologies enable precise monitoring and control in processes critical to sustainability:

- Efficient energy and water management
- Integration of renewable energy sources
- Circular resource use in manufacturing
- Reduction of CO_2 emissions and environmental pollutants

A growing share of KROHNE's product and solution portfolio directly contributes to climate protection and the sustainable transformation of industry. With offerings like electromagnetic flowmeters for leak detection in urban water grids or ultrasonic gas meters for hydrogen applications, we help our customers meet their decarbonisation and efficiency targets.

Innovations for a Better Future

We continuously invest in the development of digital, robust, and energy-efficient measurement solutions that support our customers' transition to low-carbon and circular production models. Our commitment extends beyond product design:

- We conduct lifecycle assessments and develop Product Environmental Profiles (PEP)
- We actively reduce emissions in our own operations with targets defined in our Net-Zero Strategy
- We implement environmental management systems in our production facilities, 92% of which were certified to ISO 14001 by the end of 2023

KROHNE's instrumentation solutions play a pivotal role in automating and optimising process industries, enabling real-time insights, predictive maintenance, and smarter use of resources.

Recognised Performance, Continuous Improvement

Our sustainability achievements are the result of consistent efforts, and we view them as the foundation, not the endpoint, of our ambitions. We are committed to further aligning our strategy with the European Green Deal, the Sustainable Development Goals (SDGs), and industry-specific sustainability frameworks.

As we move into the next strategic cycle (2026–2030), we will continue to expand the reach of our technologies and solutions. By doing so, we aim to contribute to a more sustainable industry worldwide, and to inspire our employees, customers, and partners to unlock their full potential in shaping a better future.

1   General disclosures

1.1 Introduction

In preparation for the upcoming requirements of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS), KROHNE Group began laying the groundwork in 2024. These new regulations represent a significant step forward in corporate transparency and accountability, requiring companies to report on their environmental, social, and governance impacts in a structured and standardised format.

As part of this process, KROHNE is currently establishing the internal structures, responsibilities, and processes necessary for a robust and CSRD-compliant sustainability reporting system. This includes building awareness across the organisation, assessing data availability, and preparing for the double materiality analysis which will form the foundation of future disclosures.

Our goal is to ensure that we have the required capabilities in place to deliver a complete and reliable CSRD Sustainability Statement. To this end, we are systematically evaluating our current reporting landscape, identifying potential data gaps, and strengthening internal control mechanisms to ensure the quality and consistency of future ESG disclosures.

KROHNE is committed to approaching this transformation with the same precision and long-term perspective that defines our business, grounded in engineering excellence, driven by data, and guided by a strong sense of responsibility.

1.2 Governance

Executive Sustainability Oversight
At KROHNE, the responsibility for steering the company's sustainability efforts rests with the Executive Committee. This body supervises the development and implementation of the organisation's sustainability strategy and monitors progress towards long-term sustainability goals. The Executive Committee provides strategic direction and ensures that sustainability is embedded in business decisions across functions and geographies.

Corporate Sustainability Management
The Corporate Sustainability Team coordinates KROHNE's global sustainability initiatives. This team serves as the central point of contact for sustainability topics and is responsible for aligning strategic objectives with operational actions across the organisation. The Corporate Sustainability Team also organises cross-functional working groups and facilitates internal knowledge sharing on key topics such as decarbonisation, regulatory readiness, and reporting.

Thematic Working Groups
KROHNE has established dedicated sustainability working groups to drive implementation in critical areas. Each group is led by a designated team lead and focuses on a specific pillar of the sustainability programme:

- **Measurement** – focuses on emissions accounting, data quality, and carbon footprint modelling
- **Communication & Awareness** – promotes employee engagement, knowledge building, and behavioural change
- **Operations** – identifies and drives decarbonisation and resource efficiency opportunities within KROHNE's production and logistics activities
- **Research & Development (R&D)** – integrates sustainability considerations into product design and innovation processes, with a focus on energy efficiency, material reduction, circularity, and enabling customer decarbonisation through advanced measurement solutions
- **Services & Sales** – reduces emissions related to sales and service by promote remote support, second-hand products, spare parts and optimising sales practices

These working groups operate collaboratively across departments and countries, supported by internal experts and business unit representatives. They are instrumental in translating strategic goals into measurable actions.

Going forward, KROHNE plans to formalise additional governance mechanisms, including internal sustainability reporting protocols, enhanced oversight processes, and regular review structures to support compliance and continuous improvement. This evolving governance model reflects KROHNE's long-

term commitment to responsible business conduct and value creation through sustainability.

1.3 UN Sustainable Development Goals

KROHNE contributes to the United Nations Sustainable Development Goals (SDGs) by providing high-precision measurement and automation solutions that enable sustainable practices in industrial processes. Our technologies help customers reduce emissions, optimise energy and water use, and improve operational safety, contributing to global climate and development objectives.

Our contributions at a glance:

- **SDG 6 – Clean Water and Sanitation**
  Our flow and level measurement instruments are used in drinking water treatment, distribution networks, and wastewater applications, supporting water efficiency, leak detection, and quality monitoring worldwide.

- **SDG 7 – Affordable and Clean Energy**
  KROHNE provides instrumentation for hydrogen, biogas, geothermal, and other renewable energy applications, supporting the energy transition through precise and robust measurement.

- **SDG 9 – Industry, Innovation and Infrastructure**
  We drive industrial innovation with digital and interconnected devices that enable more efficient, transparent, and automated process control.

- **SDG 12 – Responsible Consumption and Production**
  Our solutions help reduce raw material losses, improve process yields, and enable circular resource flows in industries such as chemicals, food, and water.

- **SDG 13 – Climate Action**
  KROHNE supports decarbonisation by enabling accurate measurement of greenhouse gas emissions and energy flows, and by reducing the carbon footprint of its own operations through targeted efficiency measures.

- **SDG 8 – Decent Work and Economic Growth**
  We are committed to providing safe, inclusive, and fair working conditions for our employees

worldwide, fostering long-term employability and local economic development.

- **SDG 17 – Partnerships for the Goals**
  KROHNE actively engages in cross-sector partnerships, industry initiatives, and standardisation bodies to promote sustainability and digital transformation in industrial ecosystems.

1.4 Sustainable Product Portfolio

KROHNE's product portfolio plays a central role in advancing sustainability – both for our customers and within our own operations. Our measurement and automation solutions enable industrial processes to become more resource-efficient, safer, and more environmentally responsible. From water and wastewater infrastructure to renewable energy and advanced manufacturing, our products support sectors that are vital for a sustainable future.

As part of our long-term strategy, we are committed to continuously enhancing the positive sustainability impact of our instrumentation and digital solutions. This commitment begins at the research and development (R&D) stage, where sustainability is integrated into product design, innovation processes, and lifecycle considerations.

During development, we assess the sustainability performance of our offerings across three key dimensions:

- **Environmental:** Our products help reduce greenhouse gas emissions, optimise energy and water use, and prevent loss of valuable resources. Increasingly, we also consider material use, such as recyclability, environmental durability, and longevity.

- **Social:** Our solutions are designed for safety, reliability, and ease of use, even in critical and hazardous environments. Intuitive user interfaces, robust diagnostics, and fail-safe operation contribute to improved working conditions and operational safety.

- **Economic:** KROHNE products enhance process efficiency, reduce downtime, and minimise lifecycle costs. By enabling predictive maintenance and supporting circular resource flows, they help

customers align with principles of the circular economy and meet their own sustainability targets.

KROHNE's focus on sustainability-driven innovation is not limited to individual products. Increasingly, we offer integrated solutions that combine measurement technology, digital connectivity, and smart analytics, providing the transparency and control needed to accelerate the sustainable transformation of industry.

1.5 Key sustainable product innovations

KROHNE continues to advance its commitment to sustainability by introducing a range of innovative products and solutions that support environmental protection, operational efficiency, and digital transformation across industries. These developments reflect our ambition to empower customers with precise, reliable, and resource-efficient technologies that contribute to their own sustainability goals.

Water and Wastewater Solutions
KROHNE launched several products to address water conservation and efficiency in municipal and industrial contexts. The WATERFLUX 3070, a battery-powered electromagnetic flowmeter, enables high-accuracy metering in remote water distribution zones without external power supply. In combination with the OPTIBRIDGE 3880 IIoT data logger, it provides real-time, wireless data for leak detection and consumption monitoring. Additionally, the TIDALFLUX 2300 offers a precise and cost-efficient solution for partially filled sewer pipes. These instruments support reduced water losses, energy savings in pumping, and smarter infrastructure management.

Emissions Monitoring for Maritime Transport
With its EcoMATE™ system, KROHNE supports shipping companies in reducing fuel consumption and complying with emissions regulations. The system delivers real-time monitoring of fuel usage and greenhouse gas emissions, helping vessel operators improve efficiency and reduce environmental impact. EcoMATE™ received industry recognition in 2024 for its contribution to sustainable maritime operations.

Innovations in Biopharmaceutical Processes
The FLEXMAG 4050C is the first electromagnetic flowmeter with a single-use, gamma-sterilizable flow tube for hygienic and disposable applications in biopharmaceutical production. It enables precise,

drift-free flow measurement without cleaning, saving water, chemicals, and energy between batches. This reduces resource consumption and enhances operational agility in vaccine manufacturing and similar applications.

These innovations demonstrate KROHNE's focus on delivering measurable sustainability benefits through product performance, circular design principles, and smart digital capabilities, reinforcing our role as a partner for sustainable transformation in the process industries.

1.6 Stakeholder Interests and Engagement

At KROHNE, we aim to build collaborative, strategic, and mutually beneficial relationships with all our stakeholders. As an integral part of the global process industries, we interact with a wide range of stakeholders across our value chain, from component suppliers to customers in highly regulated markets such as chemicals, energy, water, and food.

Understanding their perspectives on sustainability is essential for driving meaningful progress. We believe that sustainable development requires active collaboration. Through open dialogue and the mapping of shared priorities, we ensure that all key stakeholder groups have a voice in shaping our sustainability agenda. This engagement enables us to continually improve and contribute to a more sustainable industrial ecosystem.

Employees
Our employees are at the heart of KROHNE's innovation and sustainability achievements. We foster a culture of transparency and dialogue through multiple communication channels such as our global intranet, internal newsletters, town halls, and management cascades. In-person events, including training sessions, team-building activities, and health campaigns, strengthen cohesion and well-being. Regular employee surveys and feedback loops provide us with valuable insights to enhance our working environment and processes.

Customers
Customers are our primary innovation partners. Their needs and expectations inspire the development of reliable, efficient, and sustainable measurement solutions. From the first interaction, we focus on

building long-term relationships based on trust and technical collaboration. Our experts engage with customers directly in project meetings, on-site engineering support, industry fairs, trade shows, and technical workshops. We also maintain ongoing communication through webinars, whitepapers, newsletters, and digital platforms that highlight solution updates and best practices.

Suppliers
As part of our responsible procurement approach, we aim to build long-term, performance-driven partnerships with suppliers who share our commitment to quality, compliance, and sustainability. Our Supplier Code of Conduct sets out clear expectations regarding environmental protection, human rights, and ethical conduct. We assess supplier performance through audits, self-assessments, and continuous dialogue to ensure alignment with our standards and drive improvements throughout the supply chain.

Academic Institutions and Research Partners
We collaborate with universities, research institutes, and technology hubs to foster innovation. These partnerships support joint R&D initiatives and student internships.

Regulatory Bodies and Industry Associations
Operating globally, KROHNE maintains close contact with regulators and standardization bodies to ensure compliance with applicable laws and technical standards. We actively contribute to industry platforms such as NAMUR, ZVEI, and other working groups, helping shape future norms related to measurement technology, digital product passports, and sustainability reporting. Our involvement ensures that our solutions remain compliant and future-ready while supporting broader industry transformation.

Media
We maintain open and professional relationships with trade media, business press, and local news outlets to communicate developments in our strategy, product innovations, and sustainability efforts. Our Corporate Communications function ensures that accurate and timely information is made available through press releases, interviews, newsletters, and digital channels. This transparency reinforces our brand and positions KROHNE as a forward-looking, responsible industrial company.

2 Environment

2.1 Climate Change

Our Approach to Climate Change Management
KROHNE is committed to playing an active role in the global effort to combat climate change. In line with the goals of the Paris Agreement, we have developed a structured climate transition plan that defines our path to achieving net-zero greenhouse gas (GHG) emissions by 2045. This plan forms the backbone of our climate strategy and outlines clear measures for reducing emissions across our own operations as well as along our value chain.

Our targets are aligned with the ambition to limit global warming to 1.5°C above pre-industrial levels. To meet these targets, we are implementing decarbonization roadmaps, with a strong focus on energy efficiency, electrification, the integration of renewable energy, and sustainable procurement. These initiatives demonstrate our firm commitment to climate action and the long-term resilience of our business.

2.2 Climate Strategy Implementation

As part of our roadmap toward achieving net-zero emissions by 2045, KROHNE has evaluated a range of measures to reduce energy consumption and greenhouse gas (GHG) emissions. These measures are embedded within our target achievement framework and informed by feasibility assessments across our global operations.

Our site-specific roadmaps account for the unique technical and operational challenges of each location and establish practical and effective pathways for emission reduction.

The key decarbonization levers identified for the period up to 2030 include:
- Increased procurement and use of renewable electricity (Scope 2)
- Investment in on-site renewable energy generation, including photovoltaic systems
- Electrification of production processes, heating systems, and company-owned vehicle fleets (Scope 1)
- Efficiency improvements in manufacturing and energy-intensive equipment

- Substitution of high-impact materials with lower-carbon alternatives (Scope 3)
- Engagement with suppliers to improve the climate performance of purchased goods and services (Scope 3 category 1)

Implementation of these measures will require targeted investments into infrastructure, production systems, and energy procurement.

Locked-in Emissions and Scope Distribution
A qualitative assessment of locked-in emissions, those embedded in long-lived assets and existing product lines, indicates that the majority of KROHNE's Scope 1 and Scope 2 emissions stem from manufacturing facilities. The relative contribution of Scope 3 emissions varies across categories but is especially significant in:

- Purchased goods and services (3.1): 48%
- Use of sold products (3.11): 27%
- Transportation and logistics (4.3/9): 6%

In total, Scope 1 and 2 emissions currently account for approximately 6% of our total GHG footprint. These figures will continue to evolve as we optimise our footprint, invest in new technologies, and adapt our product portfolio. Our decarbonization trajectory also accounts for potential changes in emissions due to organic growth, acquisitions, and divestments.

2850
7024
152479
■ Scope 1 ■ Scope 2 ■ Scope 3
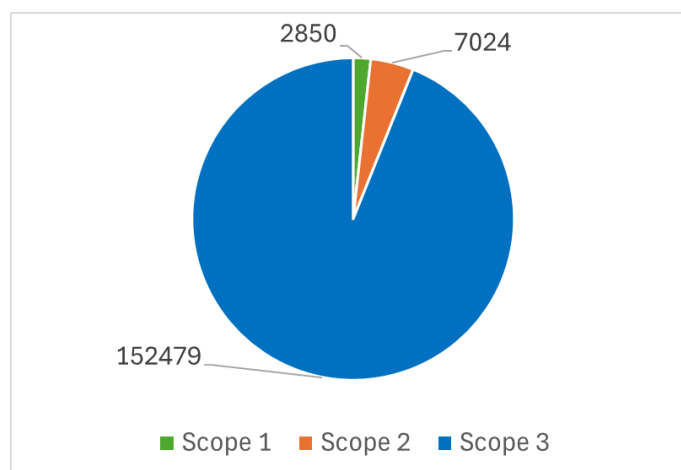
Scope 1, 2 and 3 emissions in tCO2e.

Challenges on the Road to Net Zero
Reaching net zero will require not only internal transformation but also systemic change. Several challenges may impact our decarbonization efforts, including:

- The limited scalability and high cost of emerging low-carbon technologies
- Regulatory uncertainty in different jurisdictions
- Geopolitical risks, economic downturns, or global crises that could impact investment and supply chains

Despite these challenges, KROHNE remains committed to implementing actionable climate solutions and continuously adapting our approach. Collaboration with our stakeholders, employees, suppliers, customers, and partners, will be essential to achieving our climate goals and securing long-term resilience.

2.3 Policies and Management Systems

KROHNE's commitment to climate action is embedded in our corporate policies and anchored by our Net-Zero Emission Strategy. This strategy is supported by a growing set of environmental and energy-related policies that guide our operational practices, product development, and supply chain engagement.

Our Quality and Sustainable Development Policy sets out clear expectations for environmental protection, energy efficiency, and responsible innovation across the Group. This is complemented by the KROHNE Eco-Design Guidelines, which drive the integration of environmental criteria into our product lifecycle, from development to end-of-life.

Climate objectives and specific targets are further defined in the KROHNE Excellence Plan 2025 and our long-term net-zero roadmap. These include actions to decarbonize our own operations (Scope 1 and 2) and to systematically reduce indirect emissions across our upstream and downstream value chain (Scope 3).

Supplier engagement is a key element of our climate policy landscape. The KROHNE Code of Conduct for Business Partners outlines our expectations regarding environmental management and energy practices in the supply chain. We also encourage suppliers to adopt ISO 14001 certification and to contribute to our emissions reduction targets through improved material efficiency, logistics, and procurement practices.

Environmental Management Systems
To ensure consistent execution of our climate objectives, KROHNE has implemented Environmental

Management Systems (EMS) at key production sites worldwide. These systems are aligned with the ISO 14001 standard and support site-level initiatives to monitor, manage, and improve environmental performance. EMS implementation helps identify deviations from resource efficiency targets and supports the continuous improvement of environmental KPIs.

By the end of 2023, 92% of our production sites had implemented ISO 14001-compliant EMSs. These systems provide a critical foundation for setting data-driven targets and managing decarbonization pathways toward our 2045 net-zero goal.

2.4 Climate Action in Practice

In alignment with our Net-Zero Emission Strategy, KROHNE is committed to systematically reducing greenhouse gas (GHG) emissions across all scopes. Our goal is not only to decarbonize our operations but also to amplify the positive sustainability contribution of our measurement technologies throughout the value chain.

Actions to Reduce Scope 1 and 2 Emissions
Reducing direct and energy-related emissions (Scope 1 and 2) is a core pillar of our climate strategy. This includes increasing the share of renewable energy in our energy mix, improving energy efficiency across sites, and electrifying processes and mobility.

Actions to Reduce Scope 3 Emissions
Tackling Scope 3 emissions, those occurring upstream and downstream in our value chain, is essential for achieving net-zero. In 2024, KROHNE intensified efforts to reduce indirect emissions by:
- Conducting Product Carbon Footprint (PCF) calculations across an expanding number of instruments and system solutions to increase transparency and guide future product development.
- Continuing the rollout of our Product Environmental Profile (PEP) program, which ensures that sustainability performance is embedded in the design of each new product generation.
- Improving the climate performance of packaging through weight reduction, material substitution, and recyclable designs.

- Working with logistics providers to transition toward green freight options.

Our Eco-Design Guidelines remain central to minimizing environmental impacts across the full product lifecycle. These guidelines inform design choices that reduce energy consumption during product use (e.g., minimizing pressure loss or power draw), extend product longevity, and facilitate repair and recycling.

2.5 Climate Targets and Performance

Greenhouse Gas Emission Reduction Targets
Our emission reduction targets are structured as follows:
- By 2030, reduce total Scope 1 and 2 emissions intensity by 60%, with a target of 7.3 $tCO_2e/M€$, relative to 2019.
- By 2030, reduce Scope 3 emissions intensity related to use of sold products by 20%, aiming for 52 $tCO_2e/M€$.
- By 2040, reduce Scope 1 and 2 emissions intensity by 95%, reaching 0.9 $tCO_2e/M€$.
- By 2045, achieve net-zero emissions across all scopes.

In parallel, we aim to:
- Increase the share of renewable electricity from 10% in 2019 to 70% by 2030.
- Ensure that at least 30% of our factory rooftops are equipped with solar panels by 2025.
- Expand the share of eco-designed products from 0% in 2019 to 90% by 2025, with accompanying Product Environmental Profiles (PEPs) covering 95% of instruments by 2030.

Scope 1 and 2 Emissions Performance
Scope 1 and 2 emissions currently represent approximately 6% of KROHNE's total GHG footprint. Between 2019 and 2024, we achieved reductions in operational emissions, driven by:
- Improved energy efficiency at production sites
- Increased sourcing of green electricity
- Introduction of on-site solar energy systems

Scope 3 Emissions Performance

Scope 3 emissions constitute the majority of KROHNE's carbon footprint – an estimated 94%, and span both upstream and downstream activities.

2.6 Resource Use and Efficiency

Water Consumption

Although KROHNE manufactures a wide range of flowmeters, including large-diameter models up to 3m, and all instruments undergo wet calibration, the overall water consumption across the KROHNE Group remains comparatively low.

In 2023, we observed a temporary increase in total water usage, primarily attributed to developments at our three production sites in China. The increase is linked to:

- Higher production volumes of flowmeters
- Construction and commissioning of a new facility
- Cultural and behavioural factors influencing water use practices
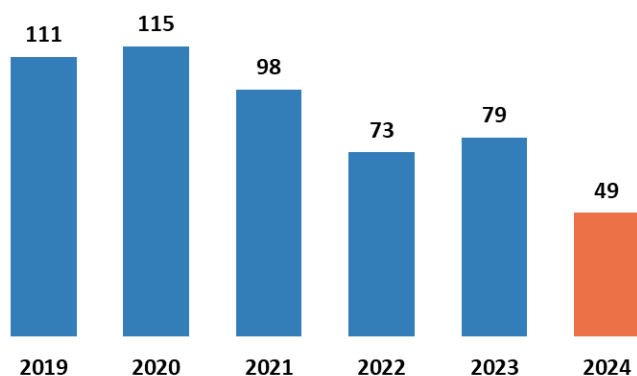
Water consumption rate (m³/M€).

Our overall water consumption has decreased by more than 50% compared to the 2019 baseline, reflecting the success of our ongoing efforts to:

- Optimise calibration procedures
- Improve water reuse and recycling
- Increase awareness and resource efficiency at site level

Water consumption is closely monitored at all production sites, and we continue to explore further reductions through closed-loop systems and best practice sharing across locations.

Paper Consumption

At KROHNE, we recognise the role of Industry 4.0 in driving both operational excellence and environmental performance. One of our ongoing initiatives is the transition toward a paperless factory, which involves digitising workflows across all stages of the production process, from work instructions and quality documentation to internal communication and reporting.

Thanks to these efforts, paper consumption has been reduced by more than 50% since the baseline year 2019. This reduction is the result of:

- Increased use of digital documentation and electronic approvals
- Migration of production records to MES (Manufacturing Execution Systems)
- Adoption of digital calibration certificates and digital service reports
- Expanded use of collaborative online tools to replace printed communication
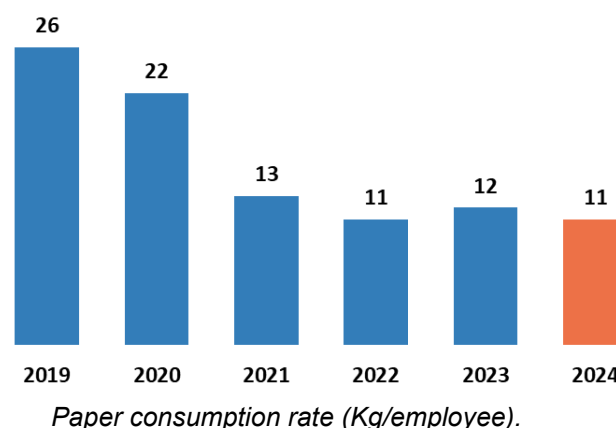
Paper consumption rate (Kg/employee).

This progress not only contributes to our resource efficiency targets, but also reflects our commitment to sustainable digital transformation across the KROHNE Group.

2.7 Environmental Success Stories

The table below highlights country-level improvements made in 2024 to reduce our environmental footprint, across energy, water, waste, packaging, and logistics, showing how each site is contributing to our Net-Zero ambition

Country	2024 improvements
Austria	The team digitised order handling and related paperwork, cutting down on printing and physical files. By replacing paper processes with an electronic workflow, everyday admin now uses fewer resources and generates less waste.
Belgium	Offices moved toward "paper-light" operations and introduced remote verification for service work. That means fewer site visits, less travel, and lower emissions while maintaining service quality.
China	Several sites accelerated their Net-Zero transition: rooftop solar now supplies part of operations; motion-sensing lighting reduces electricity use; and packaging shifted away from foam to recyclable cartons, with an active box-reuse loop on site. Offices eliminated disposable cups, rolled out waste sorting, and adopted digital stamps/contracts to save paper. Water stewardship also improved through sewer-line maintenance and recycled-water use, while employee programs promoted walking/cycling and low-carbon diets.
Czech Republic	A fuel-card program was rolled out to monitor and manage transport fuel use. This provides better transparency on mileage and consumption and supports more efficient, lower-emission driving.
Germany	Logistics were streamlined to avoid partial deliveries and, where feasible, ship directly from manufacturing to customers, cutting transport mileage and packaging. At one site, biodiversity was enhanced with a wildflower meadow and climbing hops along an entire hall facade, and shipments now use cardboard-only packaging (no foam).
India	Facilities reduced energy use with motion sensors and rooftop solar, and reused treated water for gardening. In production, robotic welding improved efficiency and quality, plastic bobbins are reused, and calibration water is recycled, together lowering waste and resource consumption.
Indonesia	Offices prioritized recycled paper and minimized use of new paper. Outbound shipments were consolidated where possible, reducing transport runs, costs, and associated emissions.
Malaysia	A site-wide water conservation campaign raised awareness and changed daily habits. The focus was on cutting unnecessary consumption through simple, repeatable actions.
Netherlands	Buildings were upgraded, fluorescent lighting replaced with LEDs and one office block made more energy-efficient. Mobility measures (remote work, shorter trips, and a bicycle program) reduced commuting and business-travel emissions.
Norway	The site combined onsite solar with 100% renewable electricity purchases. Less printing through e-invoicing, comprehensive waste sorting, and a shift to electric company cars and low/zero-emission carriers in logistics further reduced the footprint.
South Korea	The office switched from disposable cups to reusable tumblers and installed dishwashers to make reuse easy. This simple change cuts single-use waste every day.
Sweden	Electronic assemblies that were previously scrapped are now sent for proper recycling. This recovers valuable materials and keeps e-waste out of landfill.
USA	A strengthened recycling program was paired with a new "green" packaging machine that right-sizes parcels. This reduces filler material and overall packaging waste in shipping.
Vietnam	The team promoted water-protection initiatives and encouraged reusable water bottles. The focus was on everyday choices that safeguard local water resources.

2.8 Internal Communication & Awareness Workgroup

Purpose and approach
The Awareness Workgroup advances our organisation's culture of sustainability by translating global priorities into practical actions employees can join locally. We focus on engagement, education, and behaviour change, creating impact alongside reducing our "footprint." In 2025, the team coordinated the initiatives below across sites and digital channels, enabling participation regardless of role or location.

Key initiatives and outcomes

1. **Climate Fresk**

    What it is. A collaborative workshop using climate science cards to build systems understanding and identify solutions.
    What we did. Facilitated sessions across functions and countries; trained internal facilitators to scale delivery.
    Why it matters. Builds a shared language on climate risks and levers for action; turns awareness into team-level improvement ideas.
    Indicative outcomes. Participants reported higher confidence discussing climate topics and generated site-level actions (e.g., energy saving, travel policies).
    Primary SDGs. 7, 12, 13.

2. **Global Photo Competition**

    What it is. A company-wide contest showcasing how colleagues see sustainability in daily life and work.
    What we did. Ran themed rounds (e.g., "water stewardship," "biodiversity near our plants"), featured winners on intranet and local websites.
    Why it matters. Humanises sustainability, amplifies local stories, and celebrates positive behaviours.
    Indicative outcomes. Increased intranet engagement; photos reused in training and campaigns.
    Primary SDGs. 11, 12, 15.

3. **Plant-Based Recipe Collection**

    What it is. An internal cookbook promoting lower-impact meals.
    What we did. Crowdsourced recipes, standardised formatting (ingredients, allergens), and shared via intranet and canteen partners.
    Why it matters. Dietary shifts are a high-impact individual action; supports health and emissions awareness.
    Indicative outcomes. Uptake in canteens and team events; positive feedback on cost and simplicity.
    Primary SDGs. 3, 12, 13.

4. **European Sustainability Week Initiative**

    What it is. A coordinated programme aligned with the EU's annual awareness week.
    What we did. Curated daily micro-actions, lunch-and-learns, and volunteering options; provided a toolkit for sites (posters, slides, badges).
    Why it matters. Concentrates attention and makes participation easy; strengthens local ownership.
    Indicative outcomes. High participation across regions; managers used the toolkit for team dialogues.
    Primary SDGs. 4, 8, 12.

5. **World Water Day Initiative & Policy**

    What it is. Awareness events combined with a practical internal water stewardship policy.
    What we did. Ran talks on water risk and product relevance; published minimum expectations for water use, leak reporting, and data tracking at sites.
    Why it matters. Water is material to our sector and customers; couples learning with governance.
    Indicative outcomes. Sites initiated water-metering checks and quick-win leak fixes; policy integrated into local SOPs.
    Primary SDGs. 6, 9, 12.

6. **Biodiversity Initiative**

    What it is. Site-level actions to support local ecosystems.
    What we did. Promoted nature-positive practices (e.g., pollinator-friendly plantings, habitat strips, reduced mowing calendars) and staff volunteering with local partners.
    Why it matters. Enhances ecosystem services and community relations around our facilities.
    Indicative outcomes. Increased green-area stewardship and employee volunteering; educational signage installed at pilot sites.
    Primary SDGs. 11, 13, 15.

7. **Anti-Food Waste Initiative**

    What it is. Campaign to cut food waste in canteens, offices, and events.
    What we did. "Take what you'll eat" nudges, smaller default portions with easy seconds, guidance for event catering, and donation/redistribution options where feasible.
    Why it matters. Food waste is a significant emissions source and a cost driver.
    Indicative outcomes. Canteen partners reported lower plate waste; improved planning for meetings

and events.
Primary SDGs. 2, 12, 13.

8. Sustainability Campaign on Local Websites

What it is. A shared content package available to all local web teams.
What we did. Provided modular stories, banners, FAQs, and employee spotlights to ensure consistent messaging while allowing local language and examples.
Why it matters. Extends reach to candidates, customers, and communities; reinforces our brand as a responsible partner.
Indicative outcomes. Higher click-through to sustainability pages; campaign assets reused in customer presentations.
Primary SDGs. 9, 12, 17.

3 Social

3.1 KROHNE's Approach to Workforce Development

KROHNE employs approximately 4253 people across 29 countries and operates 43 entities worldwide. A strong and cohesive corporate culture is essential for the sustainable development of our organisation, especially as we continue to expand our international presence. Our employees are key drivers of the KROHNE Excellence Plan 2025 and play an active role in developing innovative solutions and delivering value to our customers, partners, and stakeholders.

3.2 Health and Safety: Protecting Our People

KROHNE operates multiple production sites where employees are involved in technical and physically demanding tasks, such as assembly or hazardous materials handling. These roles carry potential risks of occupational injury. We recognize the serious human, operational, legal, and reputational consequences of such incidents.

Our health and safety strategy is deeply embedded in our operations and requires the full engagement of all levels of the organisation, from Group leadership to shop floor teams. This includes:

- Cross-site safety audits and inspections
- Regular safety awareness campaigns
- Accident reporting and investigation systems
- Training and communication around operational risks

The result is a shared responsibility culture, where every employee contributes to maintaining a safe workplace, for themselves and for their colleagues.

Health and Safety Management Systems
All KROHNE production sites are required to implement a Health and Safety Management System in accordance with the ISO 45001 standard. As of the end of 2024, 66% of factory employees were working at sites certified by an external body under ISO 45001.

We track and consolidate key Health & Safety indicators across the KROHNE Group, including the lost Time Injury Rate (LTIFR), which has shown a decrease in 2024, indicating progress in accident prevention.
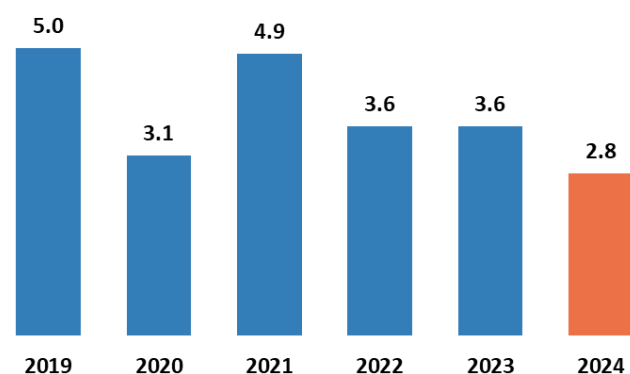
Accident rate as lost time injury frequency rate (LTIFR)

These results highlight the effectiveness of our ISO 45001 systems and the continuous improvements made at site level.

Hazardous Substances and Waste Management
KROHNE adheres to all relevant international regulations for managing hazardous substances, such as REACH, to protect our employees, customers, and the broader environment. We only supply non-chemical industrial products and take proactive measures to eliminate or substitute hazardous substances in our manufacturing processes.

Specifically, we have introduced the following controls regarding CMR substances (Carcinogenic, Mutagenic, and Reproductive toxins):

- Prohibition of new CMR-containing substances in product development
- Substitution of existing CMR chemicals with safer alternatives wherever feasible
- Minimisation of employee exposure to CMR substances through process and personnel controls

Safety Knowledge Sharing
Since 2022, KROHNE has implemented a global "Safety Alerts" system to strengthen incident

prevention across the Group. Every occupational incident within our service organisation is documented and shared internally across countries. These alerts include:

- Photographs of the event site
- Root cause analysis
- Corrective actions taken
- Lessons learned and recommended prevention measures

This shared learning approach has enhanced our global safety culture and enables preventive actions to be taken proactively across all regions.

3.3 Workforce-Related Policies at KROHNE

At KROHNE, we are committed to fostering a healthy, inclusive, and future-oriented work environment. This commitment is reflected in our internal policies, which guide our approach to ethical conduct, employee well-being, and responsible leadership.

All employees follow the KROHNE Code of Conduct, which outlines our core values and sets clear expectations for integrity, mutual respect, and compliance across all our global operations. This document serves as the foundation for ethical business behaviour and supports a culture of accountability throughout the organisation.

Diversity, Equity and Inclusion (DEI)
KROHNE is committed to fostering an inclusive, respectful and equitable work environment across all locations. We promote diversity of thought, background, and experience as a driver of creativity and innovation. By doing so, we aim to attract a broader and more diverse talent pool and ensure fair opportunities for all employees.
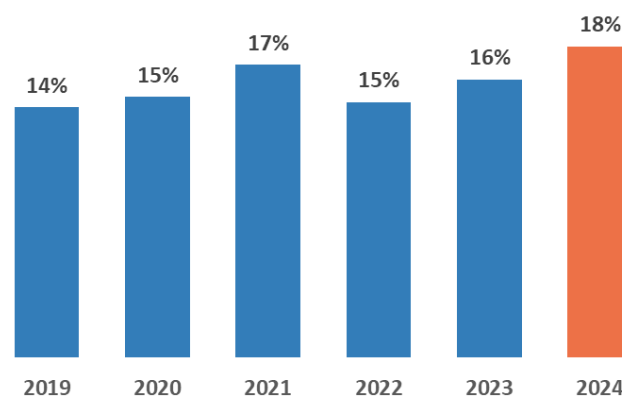
Gender Equality
Effective human resource management across the KROHNE Group is fundamental to cultivating a positive, inclusive, and high-performance work environment. Strong employee-employer relations are key to maintaining our identity as a purpose-driven and sustainable organisation, and they play a central role in our long-term business resilience.
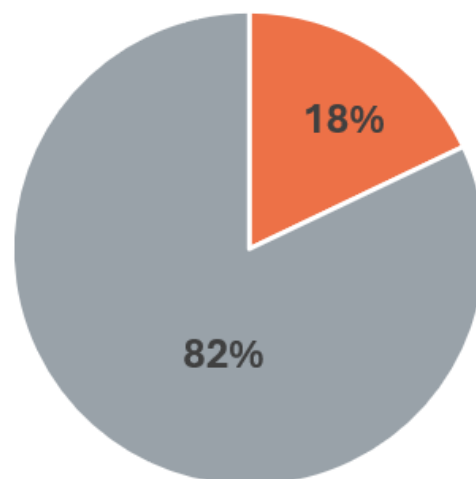
Employees in managerial positions.

KROHNE firmly rejects all forms of discrimination in employment and actively promotes a culture of respect, fairness, and equal opportunity. We also place high importance on supporting a healthy work-life balance and are committed to providing safe, engaging, and supportive working conditions across all our locations.

Female employees in managerial positions.

While the process instrumentation industry has historically been male-dominated, we acknowledge the need to accelerate progress toward gender equality. Thanks to our stable workforce and low turnover rates, change is gradual, but we are steadily moving in the right direction. Our long-standing employee loyalty provides a solid foundation for sustainable cultural transformation and greater diversity in the years ahead.

Talent Availability and Workforce Risk

A dynamic and skilled workforce is essential to KROHNE's continued success in delivering high-quality, technologically advanced solutions. However, talent shortages, demographic change, and global competition for skilled labour present increasing challenges. Recruitment costs are rising, and delays in filling critical roles may pose risks to operational continuity.

To mitigate these risks, KROHNE focuses on:
- Providing attractive working conditions across all regions
- Offering flexible work arrangements and family-friendly policies
- Encouraging internal mobility and knowledge transfer between teams and locations

We view employee retention and talent attraction not just as operational priorities, but as strategic opportunities that reinforce KROHNE's position as an employer of choice.

3.4 Competence Training and Awareness

We are dedicated to providing clear, transparent, and fair employment conditions that often exceed legal standards. In many countries, this includes benefits such as flexible work schedules, health programs, and individual development plans.

KROHNE supports continuous learning through:
- Technical and soft skills training
- Digital upskilling programs
- Leadership development tracks
- Access to self-directed learning platforms

Fraction of employees who received skill-related training.
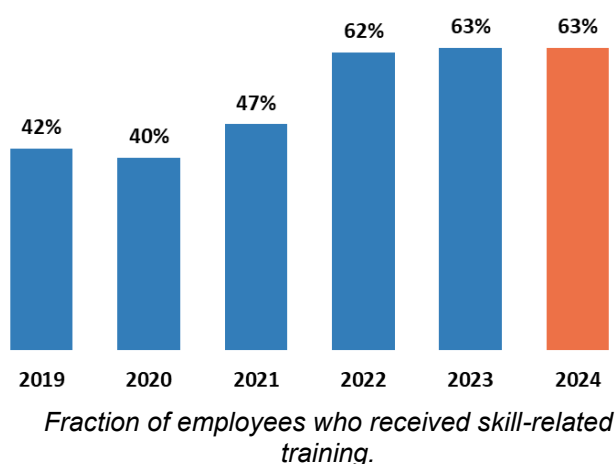
Our performance management framework is designed to support continuous learning and development, ensuring that employees are equipped to grow both professionally and personally. We are committed to offering stimulating career pathways and development

opportunities that align with individual aspirations and business needs.

Average training hours per employee
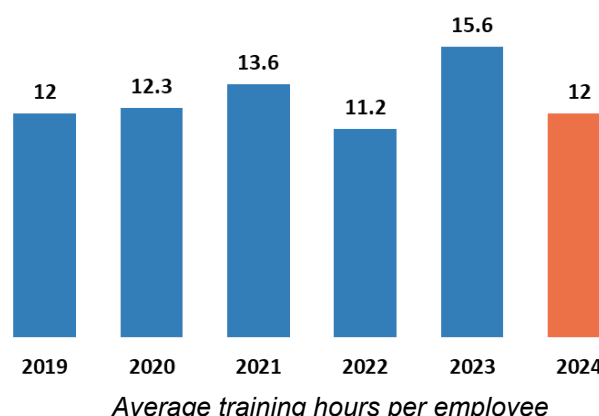
All employees participate in an annual performance and development review, during which training needs are identified and discussed. Staff are encouraged to enhance their competencies by engaging in both internal training programmes tailored to their roles and external educational opportunities. These efforts help ensure that our workforce remains agile, future-ready, and empowered to contribute meaningfully to KROHNE's long-term success.

3.5 Ethics and Responsible Business Conduct

As a global corporate citizen, KROHNE is committed to upholding the fundamental principles of human rights, labour standards, environmental responsibility, and anti-corruption as defined by the United Nations Global Compact. Ethical conduct, transparency, and accountability are foundational to our sustainability strategy and to maintaining the trust of our stakeholders.

We operate in accordance with universally accepted ethical values, including integrity, honesty, fairness, and respect for human dignity. These principles are embedded in our corporate governance and day-to-day decision-making and are reinforced through mandatory training and clear internal guidelines.

Code of Conduct and Ethics Training

KROHNE's expectations for ethical behaviour are defined in our global Code of Conduct, which is applicable to all employees and business units. This includes:

- A mandatory eLearning training module and quiz, rolled out worldwide
- A required renewal every two years, ensuring continued awareness and alignment
- Global accessibility to foster a shared understanding of behavioural expectations across all sites

**Supporting Policies and Frameworks:
Code of Conduct for Corporate and Social Responsibility**

KROHNE adheres to the ZVEI-VDMA Code of Conduct, a self-imposed standard reflecting our core values around human rights, fair labour conditions, environmental stewardship, and business integrity. These values align with the UN Charter and the guidance of ISO 26000 on social responsibility.

Whistleblowing and Grievance Procedure
Our whistleblowing framework ensures a safe, confidential, and accessible channel for reporting misconduct or ethical concerns. The procedure is designed to protect whistleblowers and to support compliance with regulatory expectations across jurisdictions.

Gift and Hospitality Policy
KROHNE maintains a strict Gift Policy to prevent conflicts of interest and uphold our anti-bribery standards. This policy outlines clear boundaries for acceptable and non-acceptable gifts, entertainment, and hospitality, and serves as a key element of our anti-corruption programme.

Ethics KPIs – 2024
The following key indicators were monitored and recorded across the KROHNE Group in 2024:

- Number of confirmed incidents or legal actions related to business ethics: 2
- Number of discrimination cases reported to HR: 3
- Number of harassment cases reported to HR: 5
- Number of breaches of confidential information in IT systems: 1

All confirmed incidents were reviewed and addressed through the appropriate internal procedures in line with our compliance policies.

4 Governance

4.1 Business Conduct

KROHNE is committed to upholding the highest standards of ethical business conduct across all operations. Our objective is not only to comply with applicable laws and regulations but also to promote responsible, transparent, and values-driven business practices in everything we do, from internal processes to global stakeholder engagement.

Our ethical framework guides employee conduct, digital responsibility, data protection, and the dissemination of product-related information. It reinforces our identity as a trusted industrial partner and underpins our long-term sustainability.

Governance and Oversight
Responsibility for monitoring ethical business conduct and compliance across the KROHNE Group lies with the Corporate QHSE team.

Oversight responsibilities include:
- Maintenance of the compliance policy framework
- Compliance awareness and training programs
- Regular compliance audits and monitoring
- Investigations into potential misconduct or breaches
- Corrective actions and continuous improvement initiatives

Compliance performance is regularly reviewed by senior management, and material incidents may be escalated directly to the Group Executive Board if required.

The QHSE team also supports business units and corporate functions by offering practical guidance in complex ethical scenarios, enabling informed and responsible decision-making across the organisation.

Code of Conduct and Anti-Corruption
KROHNE's ethical standards are articulated in our Group Code of Conduct, which defines our shared values, professional expectations, and behavioural principles. The Code applies to all employees and stakeholders, and provides detailed guidance on:

- Responsible and respectful conduct
- Fair competition and anti-trust compliance
- Conflicts of interest
- Confidentiality and data protection
- Whistleblowing and grievance reporting
- Anti-corruption and anti-bribery standards

The Code of Conduct is made available in multiple languages and is reinforced through regular eLearning modules and employee training cycles.

KROHNE maintains a strict zero-tolerance policy on bribery and corruption. All forms of corruption—including active (offering or granting benefits) and passive (soliciting or accepting bribes)—are explicitly prohibited. This applies to interactions with both private sector partners and public officials, and covers direct and indirect (third-party) conduct.

Employees are reminded that corrupt practices are criminal offenses and may result in disciplinary action, dismissal, and legal prosecution, even if the offence occurs outside their primary place of employment.

4.2 Sustainable Procurement

At KROHNE, we recognise that our supply chain plays a crucial role in our corporate social responsibility and significantly influences the lifecycle environmental and social impact of our products and services. That is why we prioritise partnerships with reliable, certified (ISO or equivalent), and ethically responsible suppliers, with whom we aim to build long-term, value-driven relationships.

Responsible Sourcing Practices

KROHNE has adopted the ZVEI-VDMA Code of Conduct, which reflects our core values related to environmental protection, human rights, fair labour practices, and ethical business conduct. We actively encourage our suppliers to adopt the same principles.

To monitor and ensure compliance, we regularly conduct on-site audits of key suppliers, which include assessments of quality management systems, occupational health and safety (HSE), and environmental performance.

ESG Risk Management and Supply Chain Transparency

To strengthen our procurement due diligence, KROHNE has partnered with IntegrityNext, a specialised platform for assessing environmental, social, and governance (ESG) risks. This supports our efforts to:

- Comply with the German Supply Chain Due Diligence Act (LkSG)
- Identify and mitigate risks across our supplier base
- Enhance the transparency and sustainability of our global supply chain

Key elements of our approach include:

- Screening of suppliers
- Concrete risk analyses for strategic and high-risk suppliers
- Standardised ESG self-assessments covering topics such as environmental protection, human rights, labour practices, and corporate governance
- Evaluation of responses and implementation of improvement measures where required

Conflict Minerals

In line with both the U.S. Dodd-Frank Act (2010) and the EU Conflict Minerals Regulation, KROHNE is committed to responsible sourcing and to preventing the use of minerals that finance armed conflict or contribute to human rights abuses.

We exercise due diligence to avoid purchasing 3TG minerals (tin, tungsten, tantalum, and gold) from conflict-affected or high-risk areas. We require our suppliers to ensure traceability and responsible sourcing throughout their own supply chains.

For full transparency, we provide CMRT (Conflict Minerals Reporting Template) and EMRT (Extended Minerals Reporting Template) documentation on our website:
https://krohne.com/en/company/group/quality-health-and-safety-and-environment

4.3 Eco-Design and Product Sustainability

At KROHNE, we are committed to developing products that perform not only technically, but also environmentally. In October 2019, we launched our Corporate Eco-Design Guideline to proactively integrate environmental considerations into product development. Our goal is to bring to market solutions that deliver high performance for our customers while minimising their environmental impact throughout the product lifecycle.

Our Eco-Design Golden Rules guide engineers across the KROHNE Group and are embedded in our product development processes:

- Design products that have a more positive environmental impact than previous generations
- Promote long product life, especially where the greatest environmental impact occurs during the usage phase
- Enable repairability and upgrading by applying modular design and providing clear user documentation
- Eliminate or reduce toxic substances in line with regulations such as RoHS and REACH
- Minimise product weight by reducing dimensions and selecting high-quality materials that retain functional performance
- Reduce energy consumption during use, e.g., by optimising flow profiles to minimise pressure drop or reducing power draw
- Use fewer joining elements to simplify disassembly and recycling
- Promote recyclability by favouring simple, non-blended materials and limiting use of complex alloys
- Select durable materials and surface treatments to ensure long-lasting corrosion and wear protection

Choose recyclable and lightweight packaging to reduce environmental impact during transport

Life Cycle Assessment (LCA) and Product Environmental Profiles

In 2023, KROHNE initiated the development of Life Cycle Assessments (LCAs) in accordance with the PEP EcoPassport™ programme. This methodology aligns with ISO 14025 – Type III Environmental Declarations and will result in Product Environmental Profiles (PEPs) that communicate the environmental

impact of our products in a standardised and transparent way.

These PEPs will provide our customers with reliable information on:
- Carbon footprint (contribution to climate change)
- Water use
- Ozone depletion
- And other key environmental performance indicators

The first PEPs were released in 2024, helping our customers make informed, sustainability-conscious decisions and supporting industry-wide transparency initiatives.

5   Preliminary Metrics and Estimates

To provide timely transparency during a period of transition, this **report contains preliminary greenhouse gas (GHG) disclosures**. In several areas we have used **estimates** rather than fully consolidated primary data. The quantitative data presented are therefore **high-level and subject to revision** once outstanding inputs are received and consolidation is complete.

5.1 Why estimates were necessary this year

- **Missing reports from certain reporting entities.** Not all subsidiaries/business units were able to deliver complete energy and activity data by the reporting deadline.

- **Organisational changes** During the period, we executed changes to our legal and operational structure. These changes affect the consolidation perimeter and the comparability of year-over-year figures.

- **Methodological/tooling change** We implemented a **new carbon accounting tool** that applies **updated categorisation and allocation approaches**. The change in tooling improves long-term data quality but introduces short-term discontinuities versus prior years.

SUSTAINABILITY REPORT 2024

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